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NOT CONSTITUTE A FEE

AGREEMENT

In accordance with the provisions of Title 34, Chapter 13A-1, Senate Bill No. 746 effective July 1, 1968, the BOARD OF EDUCATION OF THE CITY OF ASBURY PARK and the ASBURY PARK ADMINISTRATIVE AND SUPERVISORY ASSOCIATION, for themselves, their successors and assigns, hereby mutually agree as follows:

A. The Board of Education of the City of Asbury Park and the Asbury Park Administrative and Supervisory Association have agreed upon a salary guide for the school year 1972-73, a copy of which is annexed hereto and made a part hereof;

B. The failure of either party to refer to any right it may have under any law or statute shall not be construed as a waiver thereof. With particularity, the parties have agreed that the Asbury Park Administrative and Supervisory Association shall petition the Commissioner of Education to determine the question of whether or not the administrators are entitled as of right to a ratio guide, a position which the Board denies, and has denied, and makes this Agreement with the specific understanding that nothing in this agreement or in the guide annexed shall be construed to change this position. The retroactive payments which will result from the adoption of this agreement shall be payable upon the receipt of the petition by the

Commissioner of Education. The administrators contend that they are entitled to the ratio guide in part because of the inclusion of the following language after a prior guide:

"The administrative salary guide shall be calculated by placing each administrator on the existing salary guide for teachers as agreed upon by the Asbury Park Education Association, Inc. and the Board of Education of the City of Asbury Park on March 18, 1971, and adding thereto an incidence of responsibility ratio calculated as follows:

ON AN ELEVEN MONTH CONTRACT:

High School Principal	1.54
Administrative Assistant to the Superintendent and Elementary Supervisor of Instruction	1.49
Federal Aid Coordinator	1.47
Middle School Principal	1.47
Director of Student Personnel Services	1.43
Elementary School Principal	1.43
Director of Instructional Materials Services	1.38
Director of Special Education	1.38
High School Vice Principal	1.38
Middle and Elementary School Vice Principals	1.32

ON A TEN MONTH CONTRACT:

High School Vice Principal	1.25
Middle and Elementary School Vice Principals	1.20

Any administrator thus placed on Step 10 of the guide, because of his prior experience being less than ten years, shall thereafter progress in the following manner: (1) after one year of service in the administrative position to Step 11 on the guide, (2) after two years of service in the position to Step 12 of the guide, and (3) after three years of service in the position to the maximum salary for the position."

Moreover, the administrators' contention is also based on the adopted resolutions of the Board of Education appended hereto and made a part hereof. In the event there is a delay in the filing of the petition, the Board of Education by its counsel may unilaterally petition for a construction of its rights, and upon the receipt of that petition by the Commissioner, the retroactive payments will be made forthwith.

C. The parties agree to amend the contract to conform with whatever decision the Commissioner of Education shall make. In the event appeal is taken from the Commissioner's decision, the judgment of any administrative agency or court to which the appeal is taken or to which the matter is transferred shall be an effective part of this agreement, upon the expiration of the time to appeal the decision of that agency or court, without the necessity for the adoption by the parties of a written amendment to this agreement.

ATTEST:

Allen B. Weissberger
Allen B. Weissberger, Secretary

ASBURY PARK BOARD OF EDUCATION

By: Paul S. Peluso
Paul S. Peluso, President

ATTEST:

Michael F. Del Pozzo
Michael F. Del Pozzo, Secretary

ASBURY PARK ADMINISTRATIVE AND
SUPERVISORY ASSOCIATION

By: David W. Egbert
David W. Egbert, President

Date

Feb 15 1973

1972-73

ADMINISTRATIVE SALARY GUIDE

	<u>Step 10</u>	<u>Step 11</u>	<u>Step 12</u>	<u>Step 13</u>
<u>On an Eleven Month Contract:</u>				
High School Principal	\$ 20,944.	22,176.	23,254.	24,640.
Adm. Asst. to Supt. and Elem. Supv. of Inst.	20,264.	21,456.	22,499.	23,840.
Federal Aid Coordinator	19,992.	21,168.	22,197.	23,520.
Middle School Principal	19,992.	21,168.	22,197.	23,520.
Director of Student Personnel Services	19,448.	20,592.	21,593.	22,880.
<u>Elem. School Principals:</u>				
Bangs Avenue School	19,448.	20,592.	21,593.	22,880.
Bond Street School	19,040.	20,160.	21,140.	22,400.
Bradley School	18,768.	19,872.	20,838.	22,080.
Director of Instructional Materials Services	18,768.	19,872.	20,838.	22,080.
Director of Special Educ.	18,768.	19,872.	20,838.	22,080.
High School Vice Principal	18,768.	19,872.	20,838.	22,080.
Middle & Elem. School Vice Principal	17,952.	19,008.	19,932.	21,120.
Data Processing Coord.	17,952.	19,008.	19,932.	21,120.
<u>On a Ten Month Contract:</u>				
High School Vice Principal	17,000.	18,000.	18,875.	20,000.
Middle & Elem. School Vice Principal	16,320.	17,280.	18,120.	19,200.
<u>Qualifications:</u>				

Administrators shall be placed initially on the guide in accordance with their total years of experience. However, no administrator shall be placed below Step 10 on the guide. Any administrator thus placed on Step 10 of the guide, because of his prior experience being less than ten (10) years, shall thereafter progress in the following manner:

(1) After one year of administrative service to Step 11 on the guide, (2) after two years of service to Step 12 of the guide, and (3) after three years of service to the maximum salary for the position.

March 18, 1971

RESOLUTION OF THE BOARD OF EDUCATION
ASBURY PARK, NEW JERSEY

WHEREAS, the Board of Education of the City of Asbury Park and the Asbury Park Administrative and Supervisory Association have, after a number of meetings, come to agreement regarding the salary schedule for the school year 1971-72; and

WHEREAS, the Board of Education of the City of Asbury Park and the Asbury Park Administrative and Supervisory Association have reduced their agreement to writing:

BE IT, THEREFORE, RESOLVED

1. That the Board of Education of the City of Asbury Park hereby adopt an administrative salary guide which shall be calculated by placing each administrator on the salary guide for teachers, and adding thereto an incidence of responsibility ratio calculated as follows:

ON AN ELEVEN MONTH CONTRACT:

High School Principal	1.54
Administrative Assistant to the Superintendent and Elementary	
Supervisor of Instruction	1.49
Federal Aid Coordinator	1.47
Middle School Principal	1.47
Director of Student Personnel Services	1.43
Elementary School Principal	1.43
Director of Inst. Mat. Services	1.38
Director of Special Education	1.38
High School Vice Principal	1.36
Middle School and Elementary School Vice Principals	1.32

ON A TEN MONTH CONTRACT:

High School Vice Principal	1.25
Middle and Elementary School Vice Principals	
Vice Principals	1.20

An administrator thus placed on Step 10 of the guide, because of his prior experience being less than ten years, shall thereafter progress in the following manner: (1) after one year of service in the administrative position to Step 11 on the guide,

March 18, 1971

(2) after two years of service in the position to Step 12 of the guide, and (3) after three years of service in the position to the maximum salary for the position.

BE IT FURTHER RESOLVED:

2. That the President and Secretary of the Board of Education of the City of Asbury Park be authorized by the Board to execute the agreement annexed in accordance with the provisions of Title 34, Chapter 13A-1; Senate Bill No. 746 effective July 1, 1968, which includes the agreements of the parties regarding the salary guide, all of which have been examined and approved by the Board of Education of the City of Asbury Park.

BE IT FURTHER RESOLVED:

3. That the guide be adopted as the policy of the Board of Education of the City of Asbury Park for the school year 1971-72 and that the agreement be filed with the New Jersey Public Employment Relations Commission."

Upon roll call the resolution was unanimously adopted.

AGREEMENT

In accordance with the provisions of Title 34, Chapter 13A:1, Senate Bill No. 746 effective July 1, 1968, the BOARD OF EDUCATION OF THE CITY OF ASBURY PARK and the ASBURY PARK ADMINISTRATIVE AND SUPERVISORY ASSOCIATION, for themselves, their successors and assigns, hereby mutually agree as follows:

A. The Administrators' Salary Guide heretofore adopted is amended as follows:

ON A TEN MONTH CONTRACT:

Coordinator of Data Processing Services 1.20

This addition to the guide is to take effect for the school year 1971-72.

ATTEST:

ASBURY PARK BOARD OF EDUCATION

Allen B. Weissberger
Allen B. Weissberger, Secretary

By: Paul S. Peluso
Paul S. Peluso, President

ATTEST:

ASBURY PARK ADMINISTRATIVE AND
SUPERVISORY ASSOCIATION

Michael F. Del Pozzo
Michael F. Del Pozzo, Secretary

By: David E. Egbert
David E. Egbert, President

AGREEMENT

In accordance with the provisions of Title 34, Chapter 13A:1, Senate Bill No. 746 effective July 1, 1968, the BOARD OF EDUCATION OF THE CITY OF ASBURY PARK and the ASBURY PARK ADMINISTRATIVE AND SUPERVISORY ASSOCIATION, for themselves, their successors and assigns, hereby mutually agree as follows:

A. The Administrators' Salary Guide heretofore adopted is amended as follows:

Elementary School Principal - The number 1.43 to be stricken and the following language inserted under Elementary School Principal:

Bangs Avenue School	1.43
Bond Street	1.40
Bradley School	1.38

These ratios to take effect for the school year 1971-72.

ATTEST:

Allen B. Weissberger
Allen B. Weissberger, Secretary

ASBURY PARK BOARD OF EDUCATION

By: Paul S. Peluso
Paul S. Peluso, President

ATTEST:

Michael F. Del Pozzo
Michael F. Del Pozzo, Secretary

ASBURY PARK ADMINISTRATIVE AND SUPERVISORY ASSOCIATION

By: David E. Egbert
David E. Egbert, President